DOCUMENT RESUME

ED 192 859 JC 800 560

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TITLE Needs Assessment for a Labor Studies Program in Cooperation with Gateway Technical Institute and University of Wisconsin Parkside.
INSTITUTION Gateway Technical Inst., Kenosha, Wis.
PUB DATE 1 Oct 80
NOTE 20p.: Appendixes C and D contain copyrighted material and are therefore not available

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS Advisory Committees; Courses; *Educational Demand; *Labor Education; *Needs Assessment; Nonschool Educational Programs; Postsecondary Education; Questionnaires; Surveys; Technical Institutes; Two Year Colleges; *Unions; Universities

ABSTRACT

A survey of the leaders of the 124 union locals in southeastern Wisconsin was conducted by Gateway Technical Institute and the University of Wisconsin, Parkside, to identify the need for a structured, associate degree program in Labor Studies. The survey instrument solicited information on membership size, the practice of hiring an educational director, the types of educational programs that union members participate in, the willingness of local officials to serve on an advisory committee for the Labor Studies program, and the level of interest in such a program and in 17 Labor Studies topics. Major findings, based on a 50% response rate, indicate that while most locals, regardless of size, hire educational directors, membership participation in educational programs is more pronounced in larger unions. The School of Workers program was the most popular educational activity, followed by international and national education programs, and college courses. Only 14 of the respondents indicated that a member of their local would not serve on a college advisory committee, and 39 indicated that the Labor Studies program would be beneficial to the community. The educational topic generating the highest interest was leadership skills, followed by labor law, interpretation of labor agreements, administration, and collective bargaining. (Data tables and the questionnaire are provided.) (JP)

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ED192859

NEEDS ASSESSMENT

FOR A

LABOR STUDIES PROGRAM

IN COOPERATION WITH

GATEWAY TECHNICAL INSTITUTE

AND

UNIVERSITY OF WISCONSIN PARKSIDE

U S DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

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RESEARCH AND PLANNING SERVICES
GATEWAY TECHNICAL INSTITUTE
OCTOBER 1, 1980

TABLE OF CONTENTS

I. INTRODUCTION. 1

II. METHODOLOGY. 2

III. RESULTS. 3

IV. CONCLUSIONS. 6

V. RECOMMENDATIONS. 6

APPENDIX A - SURVEY INSTRUMENT. 8

APPENDIX B - COVER LETTER. 10

APPENDIX C - KENOSHA LABOR PAPER NEWS ARTICLE. . . . 12

APPENDIX D - KENOSHA LABOR PAPER NEWS ARTICLE. . . . 14

APPENDIX E - EDUCATIONAL DIRECTOR. 16

APPENDIX F - ADVISORY COMMITTEE. 18

I. Introduction

A. Background of the Study

Labor Studies as an academic program is nothing new. The movement in the United States has gained widespread usage over the past 70 years. The first of such programs, Worker's Education, described the movement from 1910 to about 1940. The second term, Labor Education, began to be used in the late 1930's and continued after World War II into the late 1960's when Labor Studies became a common term and presently is gaining acceptance among practitioners in the field.

The three periods differed in curriculum content, student body and basic objectives. There was, though, some overlapping. The basic objectives of the original movement changed to meet social and political changes. Many changes have transpired in the past 70 odd years, but the overall goal remains the education of the working class.

It is now recognized by labor educators that organized workers needed, as well as deserved, the same educational opportunities afforded the rest of society. Farmers had long enjoyed access to a full array of educational opportunities, ranging from cooperative extension to degree granting opportunities. Businessmen had long had the opportunity to earn a degree in business administration, sales management or personnel administration.

With the new emphasis on credentialization, labor education found itself entrenched in the non-credit university extension operation. It has only been recently that community colleges have broadened their curricula to include an Associate of Arts degree in Labor Studies. This was at Flint, Michigan in October, 1967. In 1972, the UAW increased its efforts to set up Labor Studies programs in community colleges within proximity of large concentration of its members. Today, Associate Arts degrees in Labor Studies are available in New Jersey, Connecticut, California, Kentucky, Maryland, Illinois, Indiana and Missouri.

With the vast number of UAW membership located in southeastern Wisconsin because of large corporations such as American Motors, General Motors, J.I. Case and Allis Chalmers, it would appear that the time is appropriate to develop a structure degree program in Labor Studies at Gateway Technical Institute.

The major courses in Labor Studies would have three objectives:

1. To provide a broader understanding and perspective of economic, social and political problems of our society and the role which unions and workers should play in it

2. To provide educational opportunities for individual growth and advancement

3. To equip members of labor organizations with technical skills

needed to exercise their union and civic responsibilities, especially those arising in urban areas.

The student body in the Labor Studies degree program at community colleges have been made up of sons and daughters of the traditional trade unionist and individuals who are idealogically committed to the labor movement. In addition, some students from management enroll in the program to learn about workers and the labor movement.

A recent study conducted at Lansing Community College, Michigan, came up with the following profile:

> The average student is a 33-year old male local union officer who has been in the union 11 years, has previously taken labor courses and who is interested in getting a Labor Studies degree.

Another survey questioned their motivation for being in the program. The greatest number of respondents replied they were taking labor courses to "better serve the membership." The next highest motivating factor was a desire to obtain a degree. This was followed by a desire to become better qualified in order to run for a union office.

B. Purpose of the Study

The major purpose of the study was to identify the need for a structured Labor Studies program that would meet the needs of union membership in the District.

C. Objectives

Specific objectives for this study were:

1. Identify union membership of the responding locals
2. Identify if locals have an educational director
3. Identify if the local membership participates in some type of a labor education program
4. Identify support for a Labor Studies program with participation on an advisory committee for program development
5. Identify level of interest for specific topics on subject areas for a structured Labor Studies program

II. Methodology

A. Data Gathering Procedures

Both Gateway Technical Institute and the University of Wisconsin Parkside have shown an interest in meeting the educational needs of union membership in southeastern Wisconsin with courses and programs below the baccalaureate level.

A planning committee consisting of Gateway and Parkside personnel met several times to discuss the feasibility of surveying labor unions in the three-county area, Kenosha, Racine and Walworth counties relative to the need for a structured Labor Studies program. Gateway was represented by James Pierce, Ralph Troeller, Jack Banerdt and Dr. Nick Covelli with Dr. Sam Pernacciaro representing Parkside.

The committee reviewed the survey instrument prepared by Gateway Research and Planning Services.

It was suggested that the survey instrument should be accompanied by a cover letter signed by the Chancellor of Parkside and the President of Gateway. Note Appendix A and B.

The committee further suggested that Gateway Research Services contact the Kenosha Labor Paper for a listing of local labor unions and that the telephone directories of Racine and Walworth counties and the city of Waukegan be used to identify additional unions. The reason Waukegan was selected was due to the fact that a large number of union members work in Lake County, Illinois and reside in Racine, Kenosha and Walworth counties.

Members of the Gateway staff met with Joe Schackelman, Publisher of the Kenosha Labor Paper, for the purpose of reviewing the survey instrument, obtaining a mailing list of union local subscribers, and the possibility of some press coverage about the survey. Note Appendix C and D.

The first mailing on July 24, 1980, included 124 union locals. The second mailing on August 28th was adjusted by seven names because of mergers, duplications, and non-existing unions.

Following the first mailing, within ten days, all non-responding unions were telephoned requesting return of the survey.

Following the second mailing, within five days, a postcard reminder was sent to the remainder of the unions who failed to respond.

There was only one question on the instrument that allowed for differentiation, i.e., Question 8 relative to topics and subject areas. Frequency of the data was used for analysis purposes. The questionnaire was designed to simplify response and tabulation.

III. Results

The response to the survey was over 50 percent which is acceptable for decision making in consideration that the 59 unions who responded represented a union membership of 49,372.

In reviewing the results, it can be noted that some of the unions did not complete every question, for various reasons known only to them, but there was sufficient response to indicate the needs of the membership.

The following tables summarize the responses of the unions representing the 49,372 membership.

TABLE I

QUESTIONNAIRE ITEM: N=51 Σ=49,372		UNION MEMBERSHIP RANGE								
		10000 or more	5000 to 9999	3000 to 4999	2000 to 2999	1000 to 1999	500 to 999	0 to 499	No Response	TOTAL
1. What is total membership of your local?		1*	1	2	3	4	6	30	4	51
2. Does your local have an individual who serves as an educational director? See Appendix E.	Yes	1*			3		2	4	1	11
	No		1	2		3	4	26	1	37
	NR					1			2	3
3. Does your local presently conduct or participate in some type of a labor education program?	Yes	1*		2	3	3	3	8	1	21
	No		1			1	3	22	1	28
	NR								2	2
4. If yes, please identify the type:										
School for workers		1*		1	3	2	2	7	1	17
Internat'l/nat'l education program		1*		1	2	1		4	1	10
University/college program					2	2	1	1		6
Company program					1	1		1		3
Other:										
Scholarship UAW		1*								1
Local sponsored program					1					1
NEA						1				1
Milw. Labor Council								1		1
Internat'l Labor Seminar								1		1
No Response									3	3
5. Would you or a member of your local serve as a member of advisory committee? See Appendix F.	Yes	1*	1	2	2	1	3	17	1	28
	No					2	3	9		14
	NR				1	1		4	3	9
7. Do you believe the membership of your local feels that a Labor Studies Program would be beneficial to community?	Yes	1*	1	2	2	1	3	27	2	39
	No					2	3	3	1	9
	NR				1	1			1	3

* A composite of 9 UAW unions

TABLE II - QUESTION 8

INTERESTED TOPICS/SUBJECTS

N=51

RANK	SUBJECT/TOPIC	High Level of Interest	Moderate Level of Interest	Low Level of Interest	No Interest	NR
2	Labor and the Law	23	22	3	-	3
8	Labor History	13	21	8	1	8
3	Interpreting Labor Agreements	29	11	1	7	3
6	Human Relations	21	14	9	-	7
14	American National Government	14	8	15	1	13
13	Psychology	16	10	7	5	13
11	Principles of Economics	17	14	4	5	11
15	Basic Concepts of Psychology	13	7	9	5	17
16	Principles of Management	10	12	7	-	22
4	Labor Administration	31	6	4	-	10
1	Leadership Skills	33	8	3	-	7
10	Communication/Report Writing	19	11	6	3	12
7	Effective Speaking	20	14	5	-	12
17	International Labor Affairs	5	17	11	5	13
5	Collective Bargaining Process	28	12	-	-	11
8	Arbitration and Grievance	27	1	4	9	10
12	Labor Statistics	17	9	8	3	14
	Other (list)	Assertiveness Training, Parliamentary Procedure, Union Organizing, Participation in Community Affairs				

IV. Conclusions

The unions that participated in this study consisted of both large and small memberships with the smaller unions more prominent, i.e., 30 unions having membership under 500.

The results of this survey reflects the positive thinking of the unions in southeastern Wisconsin relative to education and the union movement, i.e.:

A. Both large and small unions have educational directors with the smaller unions less likely to have such a person with a functional title.

B. Participation in an educational program is indicated in all sizes of union membership but more pronounced in the larger unions.

C. The School of Workers' program appears to be the most frequent educational program that both large and small unions participate in followed by international and national programs, most likely sponsored by the parent union.

   It can be noted that the University and College program have been utilized by the larger unions. Company programs, as might be expected, rank low in participation and then only in the smaller union.

D. The support for a structured Labor Studies program can be easily identified with all sizes of unions with a 67 percent willingness to serve on an advisory committee.

E. Further support for a structured Labor Studies program can be substantiated by both large and small unions with a 81 percent favorable response.

F. The identification of level of interest for labor oriented courses certainly gives added impetus to the needs of the membership for labor leadership skills as elements of a Labor Studies curriculum program.

V. Recommendations

The results of this study clearly substantiate the major purpose of this needs assessment, i.e., the need for a structured Labor Studies program to meet the educational needs of union membership in the Gateway District.

It is recommended that the results of the study be submitted to representatives of Gateway Technical Institute and the University of Wisconsin Parkside for future program/course development.

mm

APPENDIX A

SURVEY INSTRUMENT

APPENDIX A

LABOR STUDIES PROGRAM

NEEDS ASSESSMENT

In cooperation with the University of Wisconsin-Parkside and the School For Workers of the University of Wisconsin-Extension, Gateway Technical Institute with this survey will attempt to identify the need in the community, i.e., Racine, Kenosha and Walworth Counties, for a structured Labor Studies Program that would grant upon completion a certificate or an associate degree.

Would you please discuss this survey with the executive board of your local and respond to the questions based upon the feelings of your membership.

---

1. What is the total membership of your local? _____

2. Does your local have an individual who serves as an educational director?

   ☐ Yes ☐ No Name: _____

3. Does your local presently conduct or participate in some type of a labor education program?

   ☐ Yes ☐ No

4. If yes, please identify the type of program:

   ☐ School For Workers

   ☐ International/national education program

   ☐ University/college program, name please _____

   ☐ Company program, name please _____

   ☐ Other _____

5. Would you or a member of your local serve as a member of the advisory committee for the further development of this program?

   ☐ Yes ☐ No

6. If yes, please indicate:

   Name _____ Address _____

   _____

7. Do you believe the membership of your local feels that a Labor Studies Program would be beneficial to the community?

   ☐ Yes ☐ No

(over)

8. If yes, indicate the topics or subject areas you believe members of your local would be interested in:

	High Level of Interest	Moderate Level of Interest	Low Level of Interest	No Interest
Labor and the Law				
Labor History				
Interpreting Labor Agreements				
Human Relations				
American National Government				
Psychology				
Principles of Economics				
Basic Concepts of Psychology				
Principles of Management				
Labor Administration				
Leadership Skills				
Communication/Report Writing				
Effective Speaking				
International Labor Affairs				
Collective Bargaining Process				
Arbitration and Grievance				
Labor Statistics				
Other (list)				

Thank you for your assistance. Please return your completed questionnaire in the enclosed self-addressed, stamped envelope.

Jack Banerdt, Coordinator
Research and Planning Services
Gateway Technical Institute
3520 - 30th Avenue
Kenosha, WI 53141

APPENDIX B

COVER LETTER

APPENDIX B

July, 1980

In cooperation with the University of Wisconsin-Parkside and the School For Workers of the University of Wisconsin-Extension, Gateway Technical Institute with the enclosed survey will attempt to identify the need in the community, i.e., Racine, Kenosha and Walworth Counties, for a structured Labor Studies Program that would grant upon completion a certificate or an associate degree.

We believe that a Labor Studies Program would be a new educational opportunity in this area. It would consist of courses developed so that workers, students and others may acquire a greater understanding of the economic, social, political and cultural contributions of labor.

The principal objective of a Labor Studies Program in this area would be to provide the type of educational and technical training which will prepare persons to play a leadership role in labor-related activities at the local and regional level.

It is most important that the Labor Studies Program be responsive to the needs of the labor movement; therefore, your response to the enclosed survey is imperative for the future direction of this program.

Sincerely,

Keith W. Stoehr
District Director
and President
Gateway Technical Institute

Alan E. Guskin
Chancellor
University of Wisconsin-
Parkside

ts

Enclosures

APPENDIX C & D

KENOSHA LABOR PAPER NEWS ARTICLE S

JULY 24, 1980

&

AUGUST 28, 1980

THESE APPENDIXES CONTAINED COPYRIGHTED MATERIALS AND ARE THEREFORE NOT AVAILABLE.

APPENDIX E

EDUCATIONAL DIRECTOR

APPENDIX E

Question 2: Does your local have an individual who serves as an educational director?

Robert M. Duby
Painters & Decorators
Local 108
1840 Sycamore Ave.
Racine, WI 53406

John Serpe Jr., B.R.
Machinists Lodge 34
1010 56th Street
Kenosha, WI 53140

Paul R. Stein
U.S.U.A. Natural Gas Workers
Local 12005
5420 - 33rd Avenue
Kenosha, WI 5314.

Wayne Blawat
Tech. Engineers Local 92
8689 Foley Rd.
Racine, WI 53402

Ron Kent
AFSCME International
5 Odana Court
Madison, WI 53719

Wayne Blawat
Int. Federation of Professional &
Tech. Engineers, Local 92
3702 E. Barnard
Cudahy, WI 53110

John J. Keefe
Plumbers Local No. 93
A 100 LeBaron
Waukegan, IL 60085

Larry Brown - AIW Representative
Frost-Allied Workers, Local 19
7847 - 21st Avenue
Kenosha, WI 53140

Marion Carlson
Office & Professional Employees
International Union Local 9
6333 W. Bluemound Rd.
Milwaukee, WI 53213

Raven, Dir. JATC
Intnat'l. Bro. of Electrical
Workers Local Union 150
210 N. Genesee
Waukegan, IL 60085

UAW Local 37
Keith Collins
408 Freres Avenue
Racine, WI 53405

UAW Local 72
Don Chike
5104 29 Avenue
Kenosha, WI 53140

UAW Local 172
Donna Kaplan
1326 Rapids Drive
Racine, WI 53404

UAW Local 180
Ethel Arndt
3153 South 76 Street
Franksville, WI 53126

UAW Local 244
Randall Joe Skaggs
2506 Diane Avenue
Racine, WI 53404

UAW Local 391
Ron Reading
4328 Goley's Lane
Racine, WI 53404

UAW Local 553
Iodeious Barker
900 Jackson
Racine, WI 53404

UAW Local 556
Harry Madaghian
1110 Rode Avenue
Racine, WI 53404

UAW Local 642
Karl Ingeman
1620 Thurston
Racine, WI 53405

APPENDIX F

ADVISORY COMMITTEE

Would you or a member of your local serve as a member of the advisory committee for the further development of this program?

James W. Brown
Amalgamated Transit Union 998
3159 N. 26th Street
Milwaukee, WI 53206

Doug Schmitz
Building Laborers' Local 237
6758 - 14th Ave.
Kenosha, WI 53140

Wayne Blawat
Int. Federation of Professional
& Tech Engineers, Local 92
3702 E. Barnard
Cudahy, WI 53110

George Mueller, Charles Schwanke
Teamsters, Chauffers & Helpers
1624 Yout St.
Racine, WI 53181

Laurence Narkis
International Assn of Machinists
& Aerospace Workers Dist.
608 W. Sherman
Fort Atkinson, WI 53538

David Brown
International Assn of Machinists
& Aerospace Workers Dist.
120 Pawley Avenue
Twin Lakes, WI 53181

Bob Chybowski
AFSCME Council 40
716 Monticello Drive
Racine, WI 53402

J. Anton
Motion Picture Projectionist Union
Route 3, Box 398
Delavan, WI 53115

Wayne Blawat
Tech Engineers Local 92
8689 Goley Rd.
Racine, WI 53402

Ben J. Strobl
Musicians Local 59
Route 2, Box 64E
Union Grove, WI 53182

Paul R. Stein
U.S.U.A. Natural Gas Workers
5420 - 33rd Avenue
Kenosha, WI 53142

W. P. Gorman
Building Service Employees, #168
7730 - 19th Aveneu
Kenosha, WI

John Serpe Jr., B.R.
Machinists Lodge 34
1000 - 56th Street
Kenosha, WI 53140

Robert M. Duby
Painters & Decorators Local 108
1840 Sycamore Avenue
Racine, WI 53406

Steve Lund
Newspaper Guild Local 159
7720 - 5th Avenue
Kenosha, WI 53140

C.J. Zievers
IBEW, Local 127
5510 - 10th Avenue
Kensoha, WI 53140

Darlene Keeling
Communication Workers. Local 5510
9020 - 15th Avenue
Kenosha, WI 53140

Archie McPherson
Blacksmith & Dropforgers, Local 1652
6811 - 32nd Avenue
Kenosha, WI

Jon Ward
Carpenters Local Union #448
1808 - 10th Street
Waukegan, IL 60085

Robert Cluey
Racine County AFL-CIO Council
5648 Freedy Avenue
Racine, WI 53406

Robert Brandalise
Movie Operators, Local 361
2549 - 47th Avenue
Kenosha, WI 53142

Elizabeth Wells
Frost-Allied Ind. Workers, Local 19
6911 - 38th Avenue
Kenosha, WI

ADVISORY COMMITTEE (CONT'D)

Paul Stankus
Kenosha Prof. Firefighters, Local 414
10721 Greenbay Road
Kenosha, WI 53142

Ray S. Marhifke
Belle City Lodge No. 437
1840 Sycamore Avenue
Racine, WI 53406

Richard Kessler
Textile Workers Local 2268
1850 18 Avenue
Kenosha, WI 53140

Donald Draper
AFGE Local 2107
402 N. Greenbay Road #115
Waukegan, IL 60085

Jack Rice
Tony Valeo
UAW International Representation
2100 Layard Avenue
Racine, WI 53404

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